

1-1 By: Neave, et al. (Senate Sponsor - Zaffirini) H.B. No. 21
 1-2 (In the Senate - Received from the House May 3, 2021;
 1-3 May 12, 2021, read first time and referred to Committee on Natural
 1-4 Resources & Economic Development; May 21, 2021, reported favorably
 1-5 by the following vote: Yeas 8, Nays 0; May 21, 2021, sent to
 1-6 printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8				
1-9	X			
1-10	X			
1-11	X			
1-12			X	
1-13	X			
1-14	X			
1-15	X			
1-16	X			
1-17	X			

1-18 A BILL TO BE ENTITLED
 1-19 AN ACT

1-20 relating to the statute of limitations applicable to a sexual
 1-21 harassment complaint filed with the Texas Workforce Commission.

1-22 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-23 SECTION 1. Section 21.201(g), Labor Code, is amended to
 1-24 read as follows:

1-25 (g) If a perfected complaint is not received by the
 1-26 commission within 180 days of the alleged unlawful employment
 1-27 practice or, for a complaint alleging sexual harassment, within 300
 1-28 days of the alleged sexual harassment, the commission shall notify
 1-29 the respondent that a complaint has been filed and that the process
 1-30 of perfecting the complaint is in progress.

1-31 SECTION 2. Section 21.202, Labor Code, is amended by
 1-32 amending Subsection (a) and adding Subsection (a-1) to read as
 1-33 follows:

1-34 (a) Except as provided by Subsection (a-1), a [A] complaint
 1-35 under this subchapter must be filed not later than the 180th day
 1-36 after the date the alleged unlawful employment practice occurred.

1-37 (a-1) A complaint under this subchapter alleging sexual
 1-38 harassment must be filed not later than the 300th day after the date
 1-39 the alleged sexual harassment occurred.

1-40 SECTION 3. The change in law made by this Act applies only
 1-41 to a sexual harassment complaint based on conduct occurring on or
 1-42 after the effective date of this Act. A sexual harassment complaint
 1-43 that is based on conduct occurring before that date is governed by
 1-44 the law in effect on the date the conduct occurred, and the former
 1-45 law is continued in effect for that purpose.

1-46 SECTION 4. This Act takes effect September 1, 2021.

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